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ABSTRACT

This handbook presents the policies and procedures of the performance evaluation system for the State Education Grant (SEG). (The SEG is that 8 percent of Title II-A of the Job Training Partnership Act (JTPA) designated for administration by the state education agency.) Chapter I contains the general requirements of the SEG performance evaluation system. Chapter II describes the SEG performance standard system for Program Year 1984. Chapter III discusses the performance standard system for Program Year 1985 and subsequent years. This system for adjustment of performance rates known as the "JTPA Regression Model" is addressed in detail, because it will be used in future years unless amended. Each of the seven standards is provided, along with the national departure point or rate, the influencing factors, national average rates for each factor, and the weight value for each factor. Appendixes include Program Year 1984 Title II-A Adult and Youth and Title III Adjusted Performance Standards for 27 service delivery areas in Pennsylvania, the point rating system, Program Year 1985 SEG performance standards to be used for planning purposes, and worksheets that training agencies may use to determine the status of adjustment to performance standards based on actual factors of the program and performance levels of the program. (YLB)

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STATE EDUCATION GRANT
JOB TRAINING PARTNERSHIP ACT
PERFORMANCE EVALUATION
HANDBOOK

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September 1985

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COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF EDUCATION
October 21, 1985

SUBJECT: State Education Grant (SEG) (JTPA) Performance Evaluation Handbook

TO: SEG Service Providers

cc: D. Kay Wright
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Marvin Berger, SJTCC
Madge Benovitz, State Board of Education
Carl Herr, State Council for Vocational Education
SDA Executive Directors

FROM: Jerry Olson, Director
Bureau of Vocational and Adult Education

Enclosed please find the "State Education Grant, Job Training Partnership Act, Performance Evaluation Handbook". The handbook was developed to provide policies and procedures of the performance evaluation system. All training agencies receiving funds are subject to the requirements included in this handbook. Notification of performance requirements and the standards were provided to training agencies via the solicitation for proposals process and included in the "JTPA, State Education Grant Guidelines" for the application of funds.

Should you have any questions, please contact your regional vocational education consultant or call Sharon Hillman at 717-787-8804.

JCO/SH/d1704

STATE EDUCATION GRANT
JOB TRAINING PARTNERSHIP ACT
PERFORMANCE EVALUATION
HANDBOOK

Pennsylvania Department of Education
Bureau of Vocational and
Adult Education
September 1985

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Department of Education
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INTRODUCTION

The Job Training Partnership Act requires the U.S. Secretary of Labor prescribe standards to measure increases in employment and earnings and reductions in welfare dependency of persons served under the Act. The U.S. Secretary of Labor has established seven performance standards which are:

- Adult* Entered Employment Rate
- Adult Cost Per Entered Employment
- Adult Average Wage at Placement
- Adult Welfare Entered Employment Rate

- Youth** Entered Employment Rate
- Youth Positive Termination Rate
- Youth Cost Per Positive Termination

*Adult - 22 years of age and older
**Youth - 16-21 years of age

The Act provides states with the flexibility to adjust the rates established by the U.S. Secretary of Labor based upon local Service Delivery Areas' (SDAs) economic, geographic and demographic factors, as well as the characteristics of the population to be served and types of services to be provided.

Eight percent of Title II-A of the Job Training Partnership Act (JTPA) is designated for administration by the state education agency and known as the State Education Grant (SEG). In Pennsylvania, the Department of Education is the designated state agency for the administration of the SEG. The Department of Education in conjunction with the JTPA overall administrative agency, the Department of Labor and Industry, have established performance standards for the SEG.

This handbook describes the SEG performance standard systems for Program Year 1984 (July 1, 1984 - June 30, 1985), Program Year 1985 (July 1, 1985 - June 30, 1986) and subsequent years. The system for adjustment of performance rates referred to as the "JTPA Regression Model" will be effective beginning in PY '85 and will be the system utilized in future years unless amended via a notification of change to this handbook.

CHAPTER I - GENERAL REQUIREMENTS - SEG
PERFORMANCE EVALUATION SYSTEM

1. All SEG programs are subject to the JTPA statistical performance evaluation.

2. Frequency of Evaluation

   a. Programs with a definitive start and end will be evaluated 90 days after program completion (e.g., LPN). Separate sessions of a contract which have completed will be evaluated.
   b. Open entry/open exit programs will be evaluated at intervals to allow completion and 90 days thereafter dependent upon average course duration.

3. All performance calculations are based on terminations reported not enrollments. JTPA "termination" is a participant leaving a JTPA-funded program for any reason, positive or non-positive.

4. The data used to determine performance levels are:

   a. SEG participant data reported by SDAs to the Department of Labor and Industry computerized JTPA Management Information System (MIS).
   b. The Department of Education's financial data for SEG contracts. Final expenditure reports will be used, if reported, otherwise the contract amount for the program will be used.

   Note: Only data reported via these two systems will be used for evaluation purposes.

5. A point system has been established (Appendix B) to award points ranging from 40 (highest) to 0 (the lowest) for each standard. The points for each standard are totalled and divided by the number of standards evaluated to determine overall points awarded a program.

6. Programs receiving less than 20 overall points are considered "below acceptable performance."

7. Programs with no or insufficient participant data reported to evaluate will automatically be awarded "0" overall points.

8. Training agencies will have two completion periods of a program to meet acceptable performance levels. If at the end of the second completion period the training program has not met an acceptable performance level (overall score of 20 or more), SEG funding for that occupational program in the training agency evaluated will discontinue.

9. Training agencies having more than one contract for the same occupational training and the programs are evaluated in the same time period will be evaluated using data from all contracts. The overall points awarded will be the average of the total points awarded for each program.

10. The Department of Education will provide written notification of the results of the performance evaluation to training agencies.

11. The overall rating points awarded a program are used in the succeeding year's review and selection of proposals submitted in response to the SEG/RFP if the proposal is from the same training agency and occupational area evaluated. Training agencies' programs that receive a rating of 20 or less in two succeeding completion periods will not be considered for continued SEG funding.

12. Training agencies may appeal the Department of Education performance outcome report to the Director of Vocational and Adult Education. The Department of Education will review the appeal and involve appropriate responsible parties in the review such as the JTPA/SDA and/or the Department of Labor and Industry. Final decision of the appeal will rest with the Director of Vocational and Adult Education.

CHAPTER II. PROGRAM YEAR 1984 SEG PERFORMANCE STANDARDS SYSTEM

A. Adult Literacy and State Corrections Programs

The performance standard for adult literacy and state corrections programs is:

65% of terminations will be successful completers

The calculation of this standard is:

Total successful completers ÷ total terminations = percentage successful completers

Note: Completers should only be reported when the participant terminates from the JTPA/SEG program.

The rating scale for the points awarded an adult literacy or state corrections program is:

% Successful Completers

80% and above = 40 points
65% - 79% = 30 points
64% - 50% = 20 points
49% and below = 0 points

B. Entry-Skill Training, Advanced Technology, Retraining Programs

PERFORMANCE STANDARDS - PY '84

The performance standards for skill training, advanced technology and retraining programs are the seven standards established by the U.S. Secretary of Labor:

- Adult Entered Employment Rate
- Adult Cost Per Entered Employment
- Adult Average Wage at Placement
- Adult Welfare Entered Employment Rate

- Youth Entered Employment Rate
- Youth Positive Termination Rate*
- Youth Cost Per Positive Termination

*Youth "Positive" Termination includes youth who entered employment, youth who attained PIC youth competencies and youth employability enhancement terminations which includes continued non-Title II JTPA training, returned to full-time school or educational level attained.

The PY '84 performance standards were the adjusted standards established by the Department of Labor and Industry for each SDA. The calculation of the adjustment of performance standards included local economic and geographical conditions such as unemployment rate ratios, SDA/state wage data and welfare entered employment rate ratio. Appendix A provides the adjusted SDA standards for PY '84 (July 1, 1984 - June 30, 1985).

The calculations to determine actual level of performance of SEG training agencies are as follows:

Adults (22 years of age and older)

- Entered Employment Rate - The number of adults who entered employment at termination as a percentage of total adults who terminated.

  Total Adults Entered Employment ÷ Total Adults Terminated = Rate of Adults Entered Employment

- Cost per Entered Employment - Total adult cost of program divided by number of adults who entered employment.

  Adult Cost of Program ÷ Adults Entered Employment = Adult Cost Per Entered Employment

- Average Wage at Placement - Average hourly wage for all adults who entered employment at time of termination.

- Welfare Entered Employment Rate - The number of adult welfare recipients who entered employment at termination as a percentage of number of adult welfare recipients who terminated.

  Total Welfare Adults Entered Employment ÷ Total Welfare Adults Terminated = Rate of Welfare Adults Entered Employment

Youth (16-21 years of age)

- Entered Employment Rate - The number of youth who entered employment as a percentage of the number of youth who terminated.

  Total Youth Entered Employment ÷ Total Youth Terminated = Rate Youth Entered Employment

- Positive Termination Rate - The number of youth who had a positive termination (entered employment, met one of the employability enhancement termination or attained youth employment competencies recognized by the PIC) as a percentage of the total youth who terminated.

  Total Youth Positive Terminations ÷ Total Youth Terminated = Rate Youth Positive Terminations

. Cost Per Positive Termination - Total youth cost of program divided by the number of youth who had a positive termination.

Youth Cost of Program	÷	Total Youth Positive Terminations	=	Youth Cost Per Positive Termination

Note: "Terminations" under JTPA include all persons leaving a JTPA program for any reason, positive or non-positive (e.g., dropouts).

*Only performance factors that are applicable to a program are evaluated. For example, if a program served no youth (16-21 years of age), the youth standards are not evaluated.

RATING OF ACTUAL PERFORMANCE OUTCOMES

The Department of Education has established a point rating system (Appendix B) which awards points for each standard based on actual outcome of an SEG program. The highest points awarded are 40 and the lowest 0.

Key to points awarded for each standard:

40 = exceeds standard
30 = meets or slightly exceeds standard
20 = slightly below standard
0 = below standard - unacceptable performance

The points awarded each standard are totalled and divided by the number of factors evaluated to determine overall points to be awarded a program.

Key to overall points awarded:

20 and above = acceptable performance
Below 20 = unacceptable performance

The point rating system allows for fluctuation in meeting performance standards. A training agency could meet some standards, exceed others and be below the standard in others and receive overall points of 20 or more to receive an "acceptable performance" rating.

For example:

XYZ Training Agency

Factor/Standard	Outcome	Points Awarded
Adults		
Entered Employment Rate - 51%	53%	30
Cost Per Entered Employment - $5,704	$10,292	0
Welfare Entered Employment Rate - 35%	20%	0
Average Wage at Placement - $4.79	$ 5.34	40
Youth		
Entered Employment Rate - 32%	80%	40
Positive Termination Rate - 72%	80%	30
Cost Per Positive Termination - $4,900	$ 6,812	0
	Total Points	140

Overall Points Awarded:
Total Points 140 ÷ 7 (factors) = 20 Overall Points

Although XYZ Training Agency did not meet three of the seven standards, two of the standards were exceeded and two were met or slightly exceeded resulting in overall points awarded 20.

RESULTS OF PERFORMANCE EVALUATIONS - PY '84

Since PY '84 was the first period (July 1, 1984 - June 30, 1985) performance standards were in effect, programs ending in that period of time were evaluated for the first time. All programs ending in PY '84 will receive a performance outcome report from the Department of Education. Programs commencing in PY '84 and ending in PY '85 (July 1, 1985 - June 30, 1986) will be evaluated using the PY '85 "Regression Model" system explained in the next chapter.

PY '84 programs receiving overall points below 20 will be placed on a list for programs that need to meet an acceptable performance rating in the next program to receive continued SEG funding. Programs meeting or exceeding acceptable performance levels for two succeeding program periods will be maintained on a list ranked as "good performance outcome" programs.

CHAPTER III - PROGRAM YEAR 1985 AND SUBSEQUENT YEARS' PERFORMANCE STANDARD SYSTEM

A. Adult Literacy and State Corrections Programs

The PY '85 performance standard for adult literacy and state corrections programs will be the same as PY '84:

. 65% of terminations will satisfactorily complete

The point rating system will also remain the same:

% Successful Completers		Points Awarded
80% and above	=	40
65% - 79%	=	30
64% - 50%	=	20
49% and below	=	0

B. Regression Model - Skill Training Programs (Entry, Advanced Technology and Retraining)

BRIEF DESCRIPTION--REGRESSION MODEL

The U.S. Department of Labor has developed an adjustment method for the seven established performance standards which takes into account the various factors which influence program performance. This method is known as the "JTPA Regression Model." The regression model uses various economic labor market and program factors such as the unemployment rate, percentage of welfare recipients served, and average wage for those employed in an SDA area. In total, 28 different factors are used in the formula to calculate performance standard rates.

For planning purposes only, PY '84 data for SEG participants served in each SDA was used in the regression model to calculate SEG training programs PY '85 planning performance rates.

The PY '85 planning performance rates by SDA are provided on Appendix C and are to be used for planning purposes only. (Appendix C replaces the PY '85 Performance Standard Rates included in the PY '85 JTPA/SEG Guidelines, Appendix D).

Actual performance rates, or the final adjusted performance standards, for SEG training programs will be calculated upon completion of the program based on the actual characteristics of the participants served in the program, the actual length of training provided, and actual economic conditions of the SDA. These final adjusted standards will be used to compare against the SEG program actual performance and to determine the performance outcomes and performance rating of the program.

HOW THE REGRESSION MODEL SYSTEM WORKS

The U.S. Department of Labor calculates national rates known as "national departure points" for each of the seven standards. In addition, the U.S. Department of Labor determines national average rates for each of the factors that influence the adjustment of the national rates. Each factor is given a weight value, some having a negative weight and others a positive weight.

The following pages provide each of the seven standards, the national departure point or rate, the influencing factors, national average rates for each factor and the weight value for each factor. Each of the factors above the dotted line have a decreasing effect on the performance standard rate if the actual percentages of a program of each factor is at or above the Average National Rates. Each of the factors below the dotted line have an increasing effect on the performance rate if the actual percentages of the program are at or above the Average National Rate. Accordingly, performance rates for the standards may be decreased or increased depending on the actual population served in the SEG program.

With the exception of the cost performance standards (Cost Per Entered Employment-Adult and Cost Per Positive Termination-Youth), the decreasing of performance rates lessens the difficulty to achieve the standard. Conversely, the increasing of the cost standards lessen the difficulty to achieve the standard.

Adult Entered Employment Rate
National Departure Point 57.1%

Factor	Average National Rate	Weight
Unemployment Rate*	8.7%	- 1.215
Average Wage for Area*	$16.2 (thous.)	- .756
Female	49.8%	- .214
Welfare	27.6%	- .204
Handicapped	8.3%	- .191
Dropout	24.6%	- .139
Alaskan Native/American Indian	1.3%	- .129
Black	23.7%	- .120
Limited English Speaking	3.5%	- .068
Asian/Pacific Islander	2.5%	+ .021
Hispanic	7.9%	+ .048
UC Claimant	12.4%	+ .150
55 Years Old and Over	3.1%	+ .166

*Not influenced by SEG training program, SDA data provided by Department of Labor and Industry. (See Appendix D for actual rates to be used.)

Example - XYZ Training Agency--Adult Entered Employment Rate

A. Local Factors	B. Training Agency Factor Values	C. Natl. Factor Values	D. Diff. (B-C)	E. Weight	F. Effect (E x D)
1. % Female	63.44828	49.8	13.64828	-.214	-2.92073
2. % 55 Years Old	1.379310	3.1	-1.72069	.166	-.285634
3. % Black	28.96552	23.7	5.265517	-.12	-.631862
4. % Hispanic	0	7.9	-7.9	.048	-.3792
5. % Alaskan Native American Indian	0	1.3	-1.3	-.129	.1677
6. % Asian/Pacific Islander	0	2.5	-2.5	.021	-.0525
7. % Dropout	4.137931	24.6	-20.4621	-.139	2.844228
8. % Limited English Speaking	0	3.5	-3.5	-.068	.238
9. % Handicapped	1.379310	8.3	-6.92069	-.191	1.321852
10. % UC Claimant	16.55172	12.4	4.151724	.15	.6227586
11. % Welfare Recipient	51.72414	27.6	24.12414	-.204	-4.92132
12. Average Wage for Area	18.93	16.2	2.73	-.756	-2.06388
13. Unemployment Rate	11.23	8.7	2.53	-1.215	-3.07395
				G. Total	-9.13454
				H. National Departure Point	57.1%
				I. Adjusted Performance Level	48%
				J. Training Agency Performance Level	48%

ADULT WELFARE ENTERED EMPLOYMENT RATE

The calculation of the adjustment of this performance standard is based on the adjusted performance level for adult entered employment rate after the factors have been calculated.

The method of calculation to adjust the welfare entered employment rate is:

1. Adjusted Performance Level for Adult Entered Employment Rate _____

2. SDA (State) Welfare Entered Employment Ratio* _____

3. Actual Welfare Entered Employment Rate _____

4. Adjusted Performance Level _____

5. SEG Training Agency Performance Level _____

*The figure to be used for Welfare Entered Employment Ratio is provided by the Department of Labor and Industry for each SDA. See Appendix D for actual ratios to be used.

Example - XYZ Training Agency

1.	Model-Adjusted Performance Level for Adult Entered Employment Rate	48%
2.	SDA Welfare Entered Employment Rate Ratio	.79
3.	Welfare Entered Employment Rate	38%
N.	Model-Adjusted Performance Level	38%
P.	SDA Performance Level	38%

Cost Per Entered Employment
National Departure Point $3,740

Factor	Average National Rate	Weight
55 Years Old and Over	3.1%	- 70.1
Alaskan Native/American Indian	1.3%	- 21.5
Dropout	24.6%	- 13.0
Asian/Pacific Islander	2.5%	- 7.3
Limited English Speaking	3.5%	+ 1.6
Hispanic	7.9%	+ 1.8
Black	23.7%	+ 15.9
Welfare Recipient	27.6%	+ 16.9
Female	49.8%	+ 18.3
Handicapped	8.3%	+ 29.9
UC Claimant	12.4%	+ 33.5
Unemployment Rate*	8.7%	+ 98.5
Weeks Participated	12.1%	+113.3
Average Wage for Area*	16.2%	+123.6

*Not influenced by SEG training program, SDA data provided by Department of Labor and Industry.

Example - XYZ Training Agency--Adult Cost Per Entered Employment

A. Local Factors	B. Training Agency Factor Values	C. Natl. Factor Values	D. Diff. (B-C)	E. Weight	F. Effect (E x D)
1. % Female	63.44828	49.8	13.64828	18.3	249.7634
2. % 55 Years Old	1.379310	3.1	-1.72069	-70.1	120.6203
3. % Black	28.96552	23.7	5.265517	15.9	83.72172
4. % Hispanic	0	7.9	-7.9	1.8	-14.22
5. % Alaskan Native/ American Indian	0	1.3	-1.3	-21.5	27.95
6. % Asian/Pacific Islander	0	2.5	-2.5	-7.3	18.25
7. % Dropout	4.137931	24.6	-20.4621	-13	266.0069
8. % Limited English Speaking	0	3.5	-3.5	1.6	-5.6
9. % Handicapped	1.379310	8.3	-6.92069	29.9	-206.929
10. % UC Claimant	16.55172	12.4	4.151724	33.5	139.0828
11. % Welfare Recipient	51.72414	27.6	24.12414	16.9	407.6979
12. Average Wage for Area	18.93	16.2	2.73	123.6	337.428
13. Unemployment Rate	11.23	8.7	2.53	98.5	249.205
14. Weeks Participated	39	12.1	26.9	113.3	3047.77
				G. Total	4720.747
			H. National Departure Point		3740
			I. Adjusted Performance Level		8461*
			J. Training Agency Performance Level		$5,980

*The adjusted performance level is an extreme value and is adjusted to $5,980.

Youth Entered Employment Rate
National Departure Point 36.4

Factor	Average National Rate	Weight
Unemployment Rate*	8.7%	- 1.185
14-15 Years Old	2.6%	- .341
Average Wage for Area*	$16.2 (thous.)	- .242
Single Head of Household	10.5%	- .139
Alaskan Native/American Indian	1.2%	- .136
Black	28.1%	- .080
Welfare Recipient	25.1%	- .062
Hispanic	9.9%	- .056
Handicapped	9.0%	- .038
Female	48.4%	.012
Asian/Pacific Islander	2.4%	.056
Dropout	26.6%	.226
High School Graduate	43.9%	.473

*Not influenced by SEG training agency, SDA data provided by the Department of Labor and Industry.

Example - XYZ Training Agency--Youth Entered Employment Rate

A. Local Factors	B. Training Agency Factor Values	C. Natl. Factor Values	D. Diff. (B-C)	E. Weight	F. Effect (E x D)
1. % Female	76.47059	48.4	28.07059	.012	.3368471
2. % 14-15 Years Old	0	2.6	-2.6	-.341	.8866
3. % Black	17.64706	28.1	-10.4529	-.08	.8362353
4. % Hispanic	0	9.9	-9.9	-.056	.5544
5. % Alaskan Native/ American Indian	0	1.2	-1.2	-.136	.1632
6. % Asian/Pacific Islander	0	2.4	-2.4	.056	-.1344
7. % Dropout	0	26.6	-26.6	.226	-6.0116
8. % High Sch Grad & Above	100	43.9	56.1	.473	26.5353
9. % Handicapped	0	9	-9	-.038	.342
10. % Welfare Recipient	29.41176	25.1	4.311765	-.062	-.267329
11. % Single Head of Household	11.76471	10.5	1.264706	-.139	-.175794
12. Average Wage for Area	18.93	16.2	2.73	-.242	-.66066
13. Unemployment Rate	11.23	8.7	2.53	-1.185	-2.99805
				G. Total	19.40675
			H. National Departure Point		36.4
			I. Adjusted Performance Level		56
			J. Training Agency Performance Level		56

Average Wage of Placement
National Departure Point $4.64

Factor	Average National Rate	Weight
Female	49.8%	- .0204
Dropout	24.6%	- .0141
Handicapped	8.3%	- .0094
Black	23.7%	- .0060
Hispanic	7.9%	- .0028
Welfare Recipient	27.6%	- .0008
Unemployment Rate*	8.7%	+ .0001
Limited English Speaking	3.5%	+ .0003
Asian/Pacific Islander	2.5%	+ .0015
UC Claimant	12.4%	+ .0048
55 Years Old and Over	3.1%	+ .0059
Alaskan Native/American Indian	1.3%	+ .0084
Average Wage for Area*	$16.2 (thous.)	+ .1108

*Not influenced by SEG training agency, SDA data provided by the Department of Labor and Industry.

Example - XYZ Training Agency--Adult Average Wage at Placement

A. Local Factors	B. Training Agency Factor Values	C. Natl. Factor Values	D. Diff. (B-C)	E. Weight	F. Effect (E x D)
1. % Female	63.44828	49.8	13.64828	-.0204	-.278425
2. % 55 Years Old	1.379310	3.1	-1.72069	.0059	-.010152
3. % Black	28.96552	23.7	5.265517	-.006	-.031593
4. % Hispanic	0	7.9	-7.9	-.0028	.02212
5. % Alaskan Native/ American Indian	0	1.3	-1.3	.0084	-.01092
6. % Asian/Pacific Islander	0	2.5	-2.5	.0015	-.00375
7. % Dropout	4.137931	24.6	-20.4621	-.0141	.2885152
8. % Limited English Speaking	0	3.5	-3.5	.0003	-.00105
9. % Handicapped	1.379310	8.3	-6.92060	-.0094	.0650545
10. % UC Claimant	16.55172	12.4	4.151724	.0048	.0199283
11. % Welfare Recipient	51.72414	27.6	24.12414	-.0008	-.019299
12. Average Wage for Area	18.93	16.2	2.73	.1108	.302484
13. Unemployment Rate	11.23	8.7	2.53	.0001	.000253
				G. Total	.3431656
			H. National Departure Point		4.64
			I. Adjusted Performance Level		4.98
			J. Training Agency Performance Level		4.98

Youth Positive Termination Rate
National Departure Point 74.8

Factor	Average National Rate	Weight
Unemployment Rate*	8.7%	- 1.400
Average Wage for Area*	16.2%	- .325
Single Head of Household	10.5%	- .284
Black	28.1%	- .073
Welfare Recipient	25.1%	- .045
Hispanic	9.9%	- .001
Handicapped	9.0%	.040
Female	48.4%	.060
Alaskan Native/American Indian	1.2%	.060
14-15 Years Old	2.6%	.064
Asian/Pacific Islander	2.4%	.119

*Not influenced by SEG training agency, SDA data provided by the Department of Labor and Industry.

Example - XYZ Training Agency--Youth Positive Termination Rate

A. Local Factors	B. Training Agency Factor Values	C. Natl. Factor Values	D. Diff. (B-C)	E. Weight	F. Effect (E x D)
1. % Female	76.47059	48.4	28.07059	.06	1.684235
2. % 14-15 Years Old	0	2.6	-2.6	.064	-.1664
3. % Black	17.64706	28.1	-10.4529	-.073	.7630647
4. % Hispanic	0	9.9	-9.9	-.001	.0099
5. % Alaskan Native/ American Indian	0	1.2	-1.2	.06	-.072
6. % Asian/Pacific Islander	0	2.4	-2.4	.119	-.2856
7. % Handicapped	0	9	-9	.04	-.36
8. % Welfare Recipient	29.41176	25.1	4.311765	-.045	-.194029
9. Single Head of Household	11.76471	10.5	1.264706	-.284	-.359176
10. Average Wage for Area	18.93	16.2	2.73	-.325	-.88725
11. Unemployment Rate	11.23	8.7	2.53	-1.4	-3.542
				G. Total	-3.40926
				H. National Departure Point	74.8
				I. Adjusted Performance Level	71
				J. Training Agency Performance Level	71

Youth Cost Per Positive Termination
National Departure Point $3,362

Factor	Average National Rate	Weight
Alaskan Native/American Indian	1.2%	- 88.8
14-15 Years Old	2.6%	- 39.8
Female	48.4%	- 19.5
Asian/Pacific Islander	2.4%	- 17.2
Hispanic	9.9%	4.0
Black	28.1%	7.2
Welfare Recipient	25.1%	11.6
Handicapped	9.0%	12.1
Single Head of Household	10.5%	30.2
Average Weeks Participated	12.6%	53.3
Average Wage for Area*	16.2%	163.9
Unemployment Rate*	8.7%	213.1

*Not influenced by SEG training agency, SDA data provided by the Department of Labor and Industry.

Example - XYZ Training Agency--Youth Cost Per Positive Termination

A. Local Factors	B. Training Agency Factor Values	C. Natl. Factor Values	D. Diff. (B-C)	E. Weight	F. Effect (E x D)
1. % Female	76.47059	48.4	28.07059	-19.5	-547.376
2. % 14-15 Years Old	0	2.6	-2.6	-39.8	103.48
3. % Black	17.64706	28.1	-10.4529	7.2	-75.2612
4. % Hispanic	0	9.9	-9.9	4	-39.6
5. % Alaskan Native/ American Indian	0	1.2	-1.2	-88.8	106.56
6. % Asian/Pacific Islander	0	2.4	-2.4	-17.2	41.28
7. % Handicapped	0	9	-9	12.1	-108.9
8. % Welfare Recipient	29.41176	25.1	4.311765	11.6	50.01647
9. Single Head of Household	11.76471	10.5	1.264706	30.2	38.19412
10. Average Wage for Area	18.93	16.2	2.73	163.9	447.447
11. Unemployment Rate	11.23	8.7	2.53	213.1	539.143
12. Average Weeks Participated	38	12.6	25.4	53.3	1353.82

G. Total	1908.803
H. National Departure Point	3362
I. Adjusted Performance Level	5271
J. Training Agency Performance Level	5271

Adjustment for Extreme Values

Although the adjustment models produce meaningful performance standards for most programs, under some circumstances the results may be unacceptably extreme. The following values have been determined by U.S.D.O.L. to be extremes:

Adult Standards	Extreme Values
Entered Employment Rate	less than 40% more than 71%
Cost Per Entered Employment	less than $1,925 more than $5,980
Wage at Placement	less than $3.50 more than $5.65
Youth Standards	
Entered Employment Rate	less than 10% more than 57%
Positive Termination Rate	less than 60% more than 86%
Cost Per Positive Termination	less than $1,075 more than $5,800

If, after calculation of the factors in the regression model, the adjusted performance rates are considered "extreme values," the highest or lowest value above, whichever is applicable, is to be used.

The regression model system is computerized and the Department of Education will be using the computer program to adjust SEG training programs performance standards and to determine actual performance outcomes. Attached to the back of this handbook are worksheets that training agencies may use to determine the status of adjustment to performance standards based on actual factors of the program and performance levels of the program.

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 1
SDA Name: Erie

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	47%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	36%	39%
Average Wage at Placement	$4.86	$4.91
Youth		
Entered Employment Rate	31%	41%
Positive Termination Rate	80%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	47%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 2
SDA Name: Northwest

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	45%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	39%	39%
Average Wage at Placement	$4.74	$4.91
Youth		
Entered Employment Rate	31%	41%
Positive Termination Rate	75%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	45%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 3
SDA Name: Pittsburgh

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	48%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	33%	39%
Average Wage at Placement	$4.72	$4.91
Youth		
Entered Employment Rate	31%	41%
Positive Termination Rate	78%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	48%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 4
SDA Name: Allegheny County

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	51%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	35%	39%
Average Wage at Placement	$4.79	$4.91
Youth		
Entered Employment Rate	32%	41%
Positive Termination Rate	72%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	51%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 5
SDA Name: Beaver County

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	48%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	29%	39%
Average Wage at Placement	$4.86	$4.91
Youth		
Entered Employment Rate	32%	41%
Positive Termination Rate	69%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	48%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 6
SDA Name: Tri-County

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	51%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	39%	39%
Average Wage at Placement	$4.81	$4.91
Youth		
Entered Employment Rate	31%	41%
Positive Termination Rate	78%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	51%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 7
SDA Name: Fayette-Westmoreland

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	49%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	34%	39%
Average Wage at Placement	$4.86	$4.91
Youth		
Entered Employment Rate	33%	41%
Positive Termination Rate	80%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	49%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 8
SDA Name: Washington/Greene

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	44%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	39%	39%
Average Wage at Placement	$4.81	$4.91
Youth		
Entered Employment Rate	38%	41%
Positive Termination Rate	72%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	44%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 9
SDA Name: Six County

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	45%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	39%	39%
Average Wage at Placement	$4.64	$4.91
Youth		
Entered Employment Rate	35%	41%
Positive Termination Rate	80%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	45%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 10
SDA Name: Southern Alleghenies

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	41%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	29%	39%
Average Wage at Placement	$4.53	$4.91
Youth		
Entered Employment Rate	31%	41%
Positive Termination Rate	71%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	41%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 11
SDA Name: Mid-State

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	47%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	39%	39%
Average Wage at Placement	$4.64	$4.91
Youth		
Entered Employment Rate	31%	41%
Positive Termination Rate	82%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	47%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 12
SDA Name: Central Region Training Services

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	45%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	36%	39%
Average Wage at Placement	$4.54	$4.91
Youth		
Entered Employment Rate	31%	41%
Positive Termination Rate	82%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	45%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 15
SDA Name: Pocono Counties

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	46%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	39%	39%
Average Wage at Placement	$4.83	$4.91
Youth		
Entered Employment Rate	31%	41%
Positive Termination Rate	81%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	46%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 16
SDA Name: Luzerne/Schylkill

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	54%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	39%	39%
Average Wage at Placement	$4.44	$4.91
Youth		
Entered Employment Rate	31%	41%
Positive Termination Rate	82%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	54%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 13
SDA Name: Northern Tier

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	49%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	39%	39%
Average Wage at Placement	$4.50	$4.91
Youth		
Entered Employment Rate	31%	41%
Positive Termination Rate	82%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	49%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 14
SDA Name: Lackawanna County

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	55%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	29%	39%
Average Wage at Placement	$4.47	$4.91
Youth		
Entered Employment Rate	37%	41%
Positive Termination Rate	82%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	55%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 17
SDA Name: Philadelphia

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	52%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	39%	39%
Average Wage at Placement	$4.57	$4.91
Youth		
Entered Employment Rate	31%	41%
Positive Termination Rate	82%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	52%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 18
SDA Name: Bucks County

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	51%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	39%	39%
Average Wage at Placement	$4.64	$4.91
Youth		
Entered Employment Rate	31%	41%
Positive Termination Rate	82%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	51%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 19
SDA Name: Montgomery County

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	55%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	39%	39%
Average Wage at Placement	$4.91	$4.91
Youth		
Entered Employment Rate	41%	41%
Positive Termination Rate	79%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	55%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 20
SDA Name: Delaware County

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	55%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	39%	39%
Average Wage at Placement	$4.66	$4.91
Youth		
Entered Employment Rate	38%	41%
Positive Termination Rate	73%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	55%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 21
SDA Name: Chester County

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	55%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	39%	39%
Average Wage at Placement	$4.75	$4.91
Youth		
Entered Employment Rate	31%	41%
Positive Termination Rate	82%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	55%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 22
SDA Name: Lehigh Valley

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	51%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	39%	39%
Average Wage at Placement	$4.72	$4.91
Youth		
Entered Employment Rate	31%	41%
Positive Termination Rate	81%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	51%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 23
SDA Name: Berks County

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	55%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	39%	39%
Average Wage at Placement	$4.62	$4.91
Youth		
Entered Employment Rate	31%	41%
Positive Termination Rate	82%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	55%	No Rate Established

52

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 24
SDA Name: Susquehanna Employment and Training Consortium

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	55%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	39%	39%
Average Wage at Placement	$4.81	$4.91
Youth		
Entered Employment Rate	31%	41%
Positive Termination Rate	82%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	55%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 25
SDA Name: Lancaster County

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	44%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	39%	39%
Average Wage at Placement	$4.21	$4.91
Youth		
Entered Employment Rate	31%	41%
Positive Termination Rate	82%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	44%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 26
SDA Name: York

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	46%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	39%	39%
Average Wage at Placement	$4.54	$4.91
Youth		
Entered Employment Rate	31%	41%
Positive Termination Rate	82%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	46%	No Rate Established

Program Year 1984
Title II-A Adult and Youth and Title III
Adjusted Performance Standards

SDA #: 27
SDA Name: Franklin/Adams

Title II-A

	Adjusted Standard	Secretary's Standard
Adult		
Entered Employment Rate	45%	55%
Cost Per Entered Employment	$5704	$5704
Welfare Entered Employment Rate	39%	39%
Average Wage at Placement	$4.36	$4.91
Youth		
Entered Employment Rate	41%	41%
Positive Termination Rate	79%	82%
Cost Per Positive Termination	$4900	$4900

Title III

Entered Employment Rate	45%	No Rate Established

Program Year 1984
SEG Performance Standards Rating

Adult Literacy Programs

Performance standard = 65% completers

% of Terminations Complete

80% and above	=	40 points
65% - 79%	=	30 points
64% - 50%	=	20 points
49% and below	=	0 points

Entry-Skill Training, Retraining and Advanced Technology Training Programs

A. Adult Terminations

- o Cost Per Entered Employment

All SDAs Standard $5,704

Less than $5,000	=	40 points
$5,000 - $5,704	=	30 points
$5,705 - $6,000	=	20 points
Greater than $6,000	=	0 points

B. Entered Employment Rate

SDA Adjusted Standard (SAS) = X

> (X + 10)	=	40 points
X to (X + 10)	=	30 points
(X - 10) to (X - 1)	=	20 points
< (X - 10)	=	0 points

Example

SAS = 55%

> 65	=	40 points
55 - 65	=	30 points
45 - 54	=	20 points
< 45	=	0 points

C. Entered Employment Rate - Welfare

SDA Adjusted Standard (SAS) = X

> (X + 10)	=	40 points
X to (X + 10)	=	30 points
(X - 10) to (X - 1)	=	20 points
< (X - 10)	=	0 points

D. Average Wage At Placement

SDA Adjusted Standard (SAS) = X

> (X + $.50)	=	40 points
X to (X + $.50)	=	30 points
(X - $.50) to (X - $.01)	=	20 points
< (X - $.50)	=	0 points

Example

> $5.41	=	40 points
$4.91 - $5.41	=	30 points
$4.41 - $4.90	=	20 points
< $4.41	=	0 points

Youth Terminations - Skill Training, Advanced Tech. and Retraining

A. Entered Employment Rate

SDA Adjusted Standard (SAS) = X

> (X + 10)	=	40 points
X to (X + 10)	=	30 points
(X - 10) to (X - 1)	=	20 points
< (X - 10)	=	0 points

B. Positve Termination Rate

SDA Adjusted Standard (SAS) = X

> (X + 10)	=	40 points
X to (X + 10)	=	30 points
(X - 10) to (X - 1)	=	20 points
< (X - 10)	=	0 points

C. Cost Per Postitive Termination Rate

All SDAs Standard = $4,900

Less than $4,200	=	40 points
$4,200 - $4,900	=	30 points
$4,901 - $5,200	=	20 points
Greater than $5,200	=	0 points

NOTE: Total points awarded are divided by the number of standards evaluated to determine final points to be awarded for past performance.

PROGRAM YEAR 1985 SEG PERFORMANCE STANDARDS TO BE USED FOR PLANNING PURPOSES

	ADULT ENTERED EMPLOYMENT RATE	ADULT WELFARE ENTERED EMPLOYMENT RATE	ADULT COST PER ENTERED EMPLOYMENT	ADULT AVERAGE WAGE AT PLACEMENT	YOUTH ENTERED EMPLOYMENT RATE	YOUTH POSITIVE TERMINATION RATE	YOUTH COST PER POSITIVE TERMINATION
Secretary's Standard	55	39	5704	4.91	41	82	4900
Statewide	59	48	4850	5.10	40	73	4364
Minimum & Maximum Standards	40 to 71	36 to 64	1925 to 5980	3.50 to 5.65	33 to 57	60 to 86	1075 to 5800
1. Erie City/County	60	36	5980	5.02	36	73	4619
2. Northwest Consort.	55	44	5980	4.72	57	75	4831
3. City of Pittsburgh	40	32	5980	4.09	45	60	5800
4. Allegheny County	48	38	5980	4.98	56	71	5271
5. Beaver County	47	25	5406	4.81	50	68	5036
6. Tri-County	57	44	5668	5.13	53	73	4831
7. Fayette-Westmoreland	53	43	5555	4.99	55	72	4310
8. Washington-Greene	59	49	5980	5.41	56	71	5800
9. Six County	53	52	5980	4.83	53	74	4721
10. Southern Alleghenies	51	40	5297	4.57	48	68	4709
11. Mid-State	51	48	5980	4.33	48	76	4290
12. Central Area Trng. Services	57	54	4213	4.53	57	77	3768
13. Northern Tier	50	49	5061	4.24	51	77	3100
14. Lackawanna County	58	51	4980	4.56	57	75	2945
15. Pocono Counties	44	32	5339	3.54	56	75	3177
16. Luzerne-Schuylkill	53	34	5610	4.52	57	74	3933
17. City of Philadelphia	40	36	5980	4.39	44	66	5486
18. Bucks County	56	47	5980	4.80	56	70	5117
19. Montgomery County	59	51	5980	4.87	53	74	5703
20. Delaware County	55	45	5980	4.63	56	75	4548
21. Chester County	46	48	3750	4.11	56	71	2948
22. Lehigh Valley	63	51	3978	4.95	47	68	4211
23. Berks County	56	43	5980	4.14	64	81	2699
24. Susq. Empl. & Trng. Consort.	57	46	5864	4.48	57	79	3244
25. Lancaster County	46	43	5707	3.55	48	73	3377
26. York County	53	46	5980	4.36	54	75	5800
27. Franklin-Adams	57	47	5980	4.04	53	67	3901

REGION	STATE	SDA NAME	AVERAGE WAGE FOR AREA CY 83(1000S)	UNEMPLOYMENT RATE INT.9 MONTHS	WELFARE RECIPIENT ENTERED EMPLOYMENT RATE RATIO
	PENNSYLVANIA		17.16	9.69	0.82
		BALANCE OF ALLEGHENY COUNTY LESS PITTSBURGH CITY	18.93	11.23	0.79
		BEAVER COUNTY	18.31	11.92	0.53
		BERKS COUNTY	16.45	7.42	0.77
		BUCKS COUNTY	16.59	7.36	0.84
		MID-STATE CONSORTIUM	14.98	11.01	0.93
		CHESTER COUNTY	17.42	5.85	1.04
		DELAWARE COUNTY	17.80	6.97	0.82
		ERIE COUNTY	16.59	11.39	0.60
		WESTMORELAND/FAYETTE CONSORTIUM	16.23	14.12	0.81
		FRANKLIN/ADAMS CONSORTIUM	13.67	11.09	0.82
		LACKAWANNA COUNTY	13.84	9.95	0.87
		LANCASTER COUNTY	15.36	5.21	0.94
		NORTHWEST PENNSYLVANIA CONSORTIUM	15.63	14.04	0.79
		LEHIGH VALLEY CONSORTIUM	17.00	9.38	0.81
		LUZERNE/SCHUYLKILL CONSORTIUM	14.04	12.17	0.64
		MONTGOMERY COUNTY	18.66	6.49	0.87
		CENTRAL PENNSYLVANIA CONSORTIUM	14.11	10.32	0.95
		PHILADELPHIA CITY/COUNTY	19.34	8.06	0.90
		PITTSBURGH CITY IN ALLEGHENY COUNTY	18.93	11.23	0.79
		SOUTHERN ALLEGHENY CONSORTIUM	14.50	15.01	0.79
		SUSQUEHANNA CONSORTIUM	16.64	6.39	0.61
		TRI-COUNTY CONSORTIUM	16.87	13.19	0.77
		WASHINGTON/GREENE CONSORTIUM	17.37	13.34	0.82
		YORK COUNTY	16.21	8.77	0.88
		NORTH CENTRAL PENNSYLVANIA CONSORTIUM	15.25	12.31	0.99
		NORTHERN TIER CONSORTIUM	14.49	9.41	0.99
		PENNSYLVANIA REGION 7-8 CONSORTIUM	13.08	10.75	0.74

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PY'85 JTPA Performance Standards Worksheet - SEG			A. Training Agency's Area Name	B. Contract Number
C. Performance Period PY'85	D. Type of Standard [ ] Plan [ ] Recalculated	DATE Calculated _____	E. Performance Measure Entered Employment Rate (Adult) Training Program _____	

F. LOCAL FACTORS	G. ACTUAL FACTOR VALUES	H. NATL. AVG. FACTOR VALUES	I. DIFFERENCE (G MINUS H)	J. WEIGHTS	K. EFFECT OF LOCAL FACTOR ON PERFORMANCE EXPECTATIONS, (I TIMES J)
1. % Female		49.8		- .214	
2. % 55 years old and over		3.1		.166	
3. % Black		23.7		- .120	
4. % Hispanic		7.9		.048	
5. % Alaskan Native/American Indian		1.3		- .129	
6. % Asian/Pacific Islander		2.5		.021	
7. % Dropout		24.6		- .139	
8. % Limited English Speaking		3.5		- .068	
9. % Handicapped		8.3		- .191	
10. % UI Claimant		12.4		.150	
11. % Welfare Recipient		27.6		- .204	
12. Average Wage for Area (000)		16.2		- .756	
13. Unemployment Rate		8.7		-1.215	
			L. Total		
			M. NATIONAL DEPARTURE POINT		57.1%
			N. Model-Adjusted Performance Level (L + M)		
			O. Governor's Adjustment		
			P. SEG Performance Standard		

PY'85 JTPA Performance Standards Worksheet - SEG			A. Training Agency's Area Name	B. Contract Number
C. Performance Period PY'85	D. Type of Standard [ ] Plan [ ] Recalculated	DWTE Calculated _____	E. Performance Measure Average Wage at Placement (Adult) Training Program _____	

F. LOCAL FACTORS	G. ACTUAL FACTOR VALUES	H. NATL. AVG. FACTOR VALUES	I. DIFFERENCE (G MINUS H)	J. WEIGHTS	K. EFFECT OF LOCAL FACTOR ON PERFORMANCE EXPECTATIONS, (I TIMES J)
1. % Female		49.8		-.0204	
2. % 55 years old and over		3.1		.0059	
3. % Black		23.7		-.0060	
4. % Hispanic		7.9		-.0028	
5. % Alaskan Native/American Indian		1.3		.0084	
6. % Asian/Pacific Islander		2.5		.0015	
7. % Dropout		24.6		-.0141	
8. % Limited English Speaking		3.5		.0003	
9. % Handicapped		8.3		-.0094	
10. % UC Claimant		12.4		.0048	
11. % Welfare Recipient		27.6		-.0008	
12. Average Wage for Area (000)		16.2		.1108	
13. Unemployment Rate		8.7		.0001	
			L. Total		
			M. NATIONAL DEPARTURE POINT		$4.64
			N. Model-Adjusted Performance Level (L + M)		
			O. Governor's Adjustment		
			P SEG Performance Standard		

PY'85 JTPA Performance Standards Worksheet - SEG			A. Training Agency's Area Name	B. Contract Number
C. Performance Period PY'85	D. Type of Standard [ ] Plan, [ ] Recalculated	DATE Calculated	E. Performance Measure Cost Per Entered Employment (Adult) Training Program	

F. LOCAL FACTORS	G. ACTUAL FACTOR VALUES	H. NATL. AVG. FACTOR VALUES	I. DIFFERENCE (G MINUS H)	J. WEIGHTS	K. EFFECT OF LOCAL FACTOR ON PERFORMANCE EXPECTATIONS, (I TIMES J)
1. % Female		49.8		18.3	
2. % 55 years old and over		3.1		-70.1	
3. % Black		23.7		15.9	
4. % Hispanic		7.9		1.8	
5. % Alaskan Native/American Indian		1.3		-21.5	
6. % Asian/Pacific Islander		2.5		- 7.3	
7. % Dropout		24.6		-13.0	
8. % Limited English Speaking		3.5		1.6	
9. % Handicapped		8.3		29.9	
10. % UC Claimant		12.4		33.5	
11. % Welfare Recipient		27.6		16.9	
12. Average Wage for Area (000)		16.2		123.6	
13. Unemployment Rate		8.7		98.5	
14. Weeks Participated		12.1		113.3	
			L. Total		
			M. NATIONAL DEPARTURE POINT		$3,740
			N. Model-Adjusted Performance Level (L + M)		
			O. Governor's Adjustment		
			P. SEG Performance Standard		

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FY'85 JTPA Performance Standards Worksheet - SEC			A. Training Agency's Area Name	B. Contract Number
C. Performance Period PY'85	D. Type of Standard [ ] Plan [ ] Recalculated	DATE Calculated _____	E. Performance Measure Welfare Entered Employment Rate (Adult) Training Program _____	

1. Model-Adjusted Performance Level for the Adult Entered Employment Rate _____
2. SDA (State) Welfare Entered Employment Rate Ratio _____
3. Welfare Entered Employment Rate _____
N. Model-Adjusted Performance Level _____
O. Governor's Adjustment _____
P. SDA Performance Standard _____

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PY'85 JTPA Performance Standards Worksheet - SEG			A. Training Agency's Area Name	B. Contract Number
C. Performance Period PY'85	D. Type of Standard [ ] Plan [ ] Recalculated	DATE Calculated _____	E. Performance Measure Entered Employment Rate (Youth) Training Program _____	

F. LOCAL FACTORS	G. ACTUAL FACTOR VALUES	H. NATL. AVG. FACTOR VALUES	I. DIFFERENCE (G MINUS H)	J. WEIGHTS	K. EFFECT OF LOCAL FACTOR ON PERFORMANCE EXPECTATIONS, (I TIMES J)
1. % Female		48.4		.012	
2. % 14-15 years old		2.6		-.341	
3. % Black		28.1		-.080	
4. % Hispanic		9.9		-.056	
5. % Alaskan Native/American Indian		1.2		-.136	
6. % Asian/Pacific Islander		2.4		.056	
7. % Dropout		26.6		.226	
8. % High School Grad & Above		43.9		.473	
9. % Handicapped		9.0		-.038	
10. % Welfare Recipient		25.1		-.062	
11. % Single Head of Household		10.5		-.139	
12. Average Wage for Area (000)		16.2		-.242	
13. Unemployment Rate		8.7		-1.185	
			L. Total		
			M. NATIONAL DEPARTURE POINT Level)		36.4%
			N. Model-Adjusted Performance Level (L + M)		
			O. Governor's Adjustment		
			P. SEG Performance Standard		

PY'85 JTPA Performance Standards Worksheet - SEG			A. Training Agency's Area Name	B. Contract Number
C. Performance Period PY'85	D. Type of Standard [ ] Plan [ ] Recalculated	DATE Calculated _____	E. Performance Measure Positive Termination Rate (Youth) Training Program _____	

F. LOCAL FACTORS	G. ACTUAL FACTOR VALUES	H. NATL. AVG. FACTOR VALUES	I. DIFFERENCE (G MINUS H)	J. WEIGHTS	K. EFFECT OF LOCAL FACTOR ON PERFORMANCE EXPECTATIONS, (I TIMES J)
1. % Female		48.4		.060	
2. % 14-15 years old		2.6		.064	
3. % Black		28.1		- .073	
4. % Hispanic		9.9		- .001	
5. % Alaskan Native/American Indian		1.2		.060	
6. % Asian/Pacific Islander		2.4		.119	
7. % Handicapped		9.0		.040	
8. % Welfare Recipient		25.1		- .045	
9. % Single Head of Household		10.5		- .284	
10. Average Wage for Area (000)		16.2		- .325	
11. Unemployment Rate		8.7		-1.400	
			L. Total		
			M. NATIONAL DEPARTURE POINT		74.8%
			N. Model-Adjusted Performance Level (L + M)		
			O. Governor's Adjustment		
			P. SEG Performance Standard		

PY'85 JTPA Performance Standards Worksheet - SEG			A. Training Agency's Area Name	B. Contract Number
C. Performance Period PY'85	D. Type of Standard [ ] Plan [ ] Recalculated	DATE Calculated _____	E. Performance Measure Cost Per Positive Termination (Youth) Training Program _____	

F. LOCAL FACTORS	G. ACTUAL FACTOR VALUES	H. NATL. AVG. FACTOR VALUES	I. DIFFERENCE (G MINUS H)	J. WEIGHTS	K. EFFECT OF LOCAL FACTOR ON PERFORMANCE EXPECTATIONS, (I TIMES J)
1. % Female		48.4		- 19.5	
2. % 14-15 years old		2.6		- 39.8	
3. % Black		28.1		7.2	
4. % Hispanic		9.9		4.0	
5. % Alaskan Native/American Indian		1.2		- 88.8	
6. % Asian/Pacific Islander		2.4		- 17.2	
7. % Handicapped		9.0		12.1	
8. % Welfare Recipient		25.1		11.6	
9. % Single Head of Household		10.5		30.2	
10. Average Wage for Area (000)		16.2		163.9	
11. Unemployment Rate		8.7		213.1	
12. Average Weeks Participated		12.6		53.3	
			L. Total		
			M. NATIONAL DEPARTURE POINT		$3,362
			N. Model-Adjusted Performance Level (L + M)		
			O. Governor's Adjustment		
			P. SEG Performance Standard		